

25X1A

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Next 7 Page(s) In Document Exempt

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SPECIAL OVERSEAS ORIENTATION EVALUATION

PART I

1. In terms of the Orientation objectives listed on the cover sheet, please evaluate how well you feel the objectives were met (1 - "unsatisfactory and not met" and 5 - "met to an outstanding degree").

	2	2	13	26	1	(April Running)
		1	13	38	1	(May Running)
Objective 1:	1	2	3	4	5	
	1	0	12	24	7	(April Running)
			10	35	7	(May Running)
Objective 2:	1	2	3	4	5	
	2	4	21	15	2	(April Running)
		4	15	28	1	(May Running)
Objective 3:	1	2	3	4	5	

2. If any or all objectives fell short of your expectations, would you please comment why?

Little was given on experiences of Agency employees overseas.

Any alert officer who has served in terrorist areas should be familiar with most of the material presented. I question why they should be required to take this course. Perhaps the course could be structured to include material on personal security and less on the history and development of Terrorist Groups. (E)

Misinformation!! See comments in section III. Critique should be expanded with room for comments on each speaker. (E)

(E) Employee  
(S) Spouse

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Objective 1 - Objective 1 fell short in that you are unable to assess the security practices at the post you will be going to. The security threats abroad appear to apply to the world.

Objective 2 - Objective 2 was well discussed and brought home throughout the two days in a number of presentations. Again, however, the policy of the COS will be more informative to individual situations--such as socializing in large or small groups.

Objective 3 - I feel this fell short because you were not able to present someone who actually uses or even has a definite plan for hostage situations.

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[REDACTED] was able to give insights of people with actual experience and the movie on terrorism shows how a plan could work.

In a foreign country, your personal plan may not be given a chance to be implemented. (E)

Good concept--Objective 2 could be more professional - less of a policeman approach. (E)

While it would be difficult, I feel some attempt should be made to gear parts of the course to specific areas of assignments, i.e., use area division security officers to hold seminar/discussion on the unique problems of Station involved. (E)

Re Objective No. 2 - Are we talking about personal security, i.e., safety or security of information? Terms need be clarified. Assuming the objective is talking about personal security, the course did a good job of increasing awareness. (E)

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[REDACTED]

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Had very little to do with [REDACTED] (E)

Am going to a post where there are few Americans to begin with and will be traveling into the local countryside. Would have liked to hear about precautions, things to look for, etc. in a similar location. (E)

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On Panel II, Mr. [REDACTED] "changed" several comments in order to make his point. If he does this in the future, I suggest he indicate to the audience that he has done so. Simply stated, if several episodes are altered to make points, how can we be expected to believe anything else he says. (E)

Very good briefing! No repetitions as in first briefing on drugs. (E)

Good briefing, no repetition. (S)

This course as it now stands is of more use to the wife of the officer who is not willing to accept his wife as his partner in his job (to his detriment) than to me. Also to first-time outers and those who have spent most of their time highly protected [REDACTED] need it. (E)

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Objective 3 least satisfactory - anecdoted approach was not tied to practical applications consistently. Most of orientation could be effectively provided in written material - except movies, which are useful.

Insufficient time for cover questions and benefits to employees - also a practical printed list/explanation of benefits in case of death or kidnapping. (E)

### PART III

1. Do you have any specific comments for improving the Orientation?

A bit more on cover session would be useful. (E)

Accept mature teenagers also in the course. Not necessary for both days but a statement of the threat (as we got in first day) would be useful. Those parents who think they could handle the children themselves need not bring them, of course. (E)

Combine Modus Operandi and Seminar/Discussion in one hour presentation; Benefits & Services in one hour.

One half-hour for Contingency Planning would suffice. (E)

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Would like to make oral suggestion--for security reasons. Please contact me on 1742. (E)

Get a better mike system for panel discussions. The echo from 3 mikes is very distracting. (E)

Generally more time. At least 3 days would be more beneficial. (E)

Minor suggestion: test volume control on speakers' microphones prior to initial morning presentation. Too loud--echo effect for people sitting in front row. (E)

A little longer time period for Cover presentation. Reading material appears to be covered in the lectures. The suggested reading list would be useful to keep for those who would like to know more than is presented. There were contradictions from speaker to speaker. It should be noted in next running by program coordinator. (E)

Time is too valuable to spend listening to extended repetition of terrorist war stories and personal opinions. Once around a case history is great, twice is unnecessary. Orient course to area of assignment. (I'm not going to SA) and give me hard specific facts about my assignment area rather than readings from the "Book of Generalities." (E)

While some of the ratings (Benefits & Services, Contingency Planning, and "Defensive Driving") tend toward "NU," they relate more to the applicability to my needs than to overall course objectives. Course content well planned. (E)

Good concept. Should be mandatory for spouses. (E)

Decrease time on Seminar/Discussion of terrorist groups. Increase time on Cover, Benefits and Services. (E)

Some discussions were too redundant. Group was

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The speakers should not be allowed to remain seated while speaking--those in the back of the room cannot see and the portable microphones are not good quality. Podium is good. (E)

Get a new speaker for Benefits and Services or have the coordinator pass out a handout and cancel the lecture entirely--it was terrible! The first speaker compared danger living in DC to Saigon. Very few of us live in DC--so it was difficult to relate to this point here. (S)

Would have appreciated more info on cover and benefits. (S)

Eliminate Panel I on security problems for women. It was repetitious of material previously covered, unorganized, and there was no direction to the discussion. I found the hour a complete waste of time and a real insult to my intelligence and understanding of overseas problems and situations. (E)

Cover should be 1 hour. Modus Operandi did not tell us any more than you can read in the press--too long. Eliminate psych part--nothing really pertinent stated or perhaps presentation at fault. (S)

Try to have some of these for the teenagers in the families as they get and are involved extensively in your life overseas. (E)

This seminar of use for dependents--but for an employee who has been to the CTT course it is of fair value only. Much is already known. (E)

Coordinate with CTT course to remove the repetitiveness of some areas in the course. (E)

A folder containing questions for consideration before departure (i.e., sample forms that will be filled out, rental information, personal property, lists for moving company) to help first-time overseas visitors. (S)

Believe should pass around "Dummy" Letter Bombs so that people would get an idea as to how they feel and look. Also that Book Bomb "Dummy" type so that the spouses can be aware of what or how to handle them should the case arise. (E)

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I believe more time could be spent on Benefits and Services. Also on Cover. (E)

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More films. Better speakers in the Modus Operandi group. It was very repetitious of what we heard on the first day. (S)

Shorten to 1 day by eliminating much of redundant sessions--especially DDO Seminar Panel & Discussion and Contingency Planning. Most, except films, could be more effectively presented as printed reading matter in advance of conference orientation. (E)

Get your best speakers. Otherwise even the best topic tends to be boring. A single day might be more useful as some of the topics on the second day were redundant. (S)

Condense this course to a single day. The second day is somewhat anticlimatic and repetitious. The material could adequately be covered in a single day. (E)

Suggest sound system (speaker microphones) be tested and set prior to start. Was not working properly. (E)

2. Were there any presentations which you felt were important but for some reason missed the mark?

Cover--not enough time. Benefits--not enough time. History of Terrorism--badly organized and little or no pertinence. (E)

CCS should have an important part to play in this course. It should certainly need more than a half-hour. What was presented however was useless. It was astounding to hear that after 30 years, CCS is asking that we do the best we can with cover while we inch our way forward to finding better solutions!! Some cover is more important than other cover in the field!?! We can't change an entire organization overseas in one fell swoop for purposes of cover?? Of course we can and have

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done. The talk was not only useless but really infuriating with its old line of "we'll be doing better tomorrow." (E)

Bombing--car and other type bombs were not covered in presentation (only letter bombs discussed). For dependents, discussion of other bombs would have been useful. (E/S)

Should have been more time devoted to Cover, Benefits and Services. Both were too rushed. (E)

This course should not be given, or required, for persons who have had Counter Terrorist Tactics Course. (E)

Bomb Threat--DDS&T would be well advised to select one of their better speakers instead of a flip mediocre type who treated a serious subject with indifference. It is my understanding that one reason we have exemplars of letter bombs is the mailers did not remove the safety pins which protrude from the corner of the envelope. Looking for these pieces of wire could be a tip to the existence of a bomb. (E)

25X1A

done by the first three speakers on 13 May. How much other misinformation given out by these speakers. If the Agency is funding for personal security hardware we should be able to site as authority or FAN number for funding, instead of "No officer back here would refuse to sign off on such a requisition." We shouldn't have to fight the bureaucracy to get approval. Nor should we be expected to spend personal funds to purchase hardware for a foreign residence. This is especially significant when I heard a senior member of the Anti-Terrorist Working Group last fall comment "When we started disapproving requisitions for personal hardware we dried them up." This statement was made with considerable personal satisfaction. (E)

Both the Cover and the Benefits & Services presentations were too brief. More time is needed. (E)



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I realize that as a TDYer to an iron curtain city I am an atypical class member but I wish there could have been a bit more info for me. Altho the terrorism info was interesting and well presented, it wasn't too useful for me. (E)

Benefits & Services could be more specific on just what would be the steps followed if the employee were to be killed in the line of duty. (E)

The talk on security and cover were not as I thought they would be. They were oriented towards the employee rather than what the spouse's role should be. (S)

Film on residential security is poor--too elementary. Benefits & Services talk assumed we knew more than we did. Should start with basics of what's covered and be less cryptic. (E)

Seminar Discussion and Question Period - I felt that unless one of the defined terrorist groups were active there were no dangers. Which from the day before was not necessarily true. Another, less time was needed for questions and answers (Eur-ME-Asia). (S)

Don't believe the presentation on urban survival planning is useful in this course. Re the DDO panel on terrorism, the LA rep got off on the Agency's operations to counter this threat. Believe this was improper with the spouses present. (E)

Physical security-perhaps-in that the speaker was very good but the film was more of an ad for Weisen locks than a good survey. Maybe a return to the demo boards would be in order despite their bulk.

Residential security could have been beefed up with handouts of appropriate security devices. (E)

Modus Operandi, for some, perhaps was relevant. But to me, going to [REDACTED], I felt was too detailed and mostly irrelevant. I do not mean to say that my awareness has decreased for a definite awareness has come about through this two-day period, especially the first day. (S)

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The panel on the M.O. of terrorist groups was terrible. (E)

The psychiatrist should have been more thorough in his discussion on day 1. (E)

More time to Cover and Claims & Benefits. (E)

Dealing with Terrorist-Terrorism. (S)

Cover. (E)

Benefits & Services: It was evident there was widespread interest in more specific information. (S)

The Benefits & Services talk should be given an hour time frame rather than 30 minutes. (E)

The briefing by Cover missed the mark. It was contradictory, evasive, and indicates very little is really being done.

25X1A No, but I do feel they ignored the terrorist threat as it exists in [REDACTED], i.e., bombings of subways-pubs etc. Apparently, if it is not international movement, the Agency is not covering the problem in too much detail. Not very comforting to someone going to [REDACTED]. Certainly the station in [REDACTED] is doing something, but if they are, the panel members were not up on it. (E)

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Modus Operandi. (S)

Generally--course would be better with more emphasis on practical, concrete advice and suggestion, and less on DDO tradecraft, history and organization of PLO terrorists, DDO seminar speakers mostly had very poor delivery and wrong focus of subject matter.

All films were good, use more of them and less of nervous speakers. (E)

Session of wives completely missed any point. Perhaps idea of entertaining one does for husband--language--foreign parties etc. (S)

Should have had more time for Benefits & Services presentation. (E)

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3. (For spouses only) If a number of subjects relating to overseas preparation (security, cultural problems, [REDACTED], drug seminar, etc.) could be packaged into a one-week program at Headquarters, would you attend it if the opportunity were provided to you earlier?

Would be better to have it broken up as presently. Finding a whole week in one bloc as checkout crowds in might be pretty tough. (E)

Definitely (E)

Yes, if it were possible I would attend such a program because I feel as though it definitely is helpful and very interesting. (S)

Probably (S)

Would be very worthwhile, providing day care services could be made available. (E)

Possibly (S)

Definitely (S)

Yes. (E) with following comment: "A husband's spouse is his wife. A wife's spouse is her husband. What are you trying to say?" (E)

Yes. Please change at least wording on drug seminar (heard 5th). Same words said in previous tours. (S)

Yes. I sensed considerable anxiety among the wives about danger, school, etc. Before departure will someone counsel and reassure them? (S)

She would have liked to have attended this when she first started traveling back in the late 50's (E/S)

No. One whole week is too long and complicated to make arrangements to be away from home. It would be better to break it up. (S)

Better as 2 days or one day a week because of small children at home. (S)

In addition to above responses, there were 8 "Yes" responses. (5-S; 3-E)

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4. (Optional) Has this Orientation changed your views or attitude in any significant way about your overseas assignment?

No. Good cover and security is a 24-hour job.  
(E)

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No, but the overview has made me more mindful of existing situation at the post of assignment. (E)

Just to be sure we are aware of the possibility of terrorism no matter where we are stationed. (E)

No, particularly because to be assigned to a very safe post. However, the course improved my understanding of the international terrorist movement and threat--very useful! (E)

I have become increasingly aware of a real threat that exists. (E)

It has jiggled me out of my semi-complacent approach to one's surroundings. (E)

Not my views but my attitude on security has been changed to want to be more secure. (S)

Yes, I have a more serious outlook about going out. (E)

"Consciousness Raising" in the areas covered. A very good, interesting group of speakers overall.  
(E)

No, but it probably should have--would have if specifics about my area had been given. Most of the material covered was general and not something new to me. (E)

Awareness of necessity for security, cover, and safety of children has definitely increased. (S)

Awareness has been increased. (S)

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Yes. It has made me much more aware of my relationship to the foreign country and my own country (it has increased my enthusiasm). (S)

Made me more aware of security for personal family safety. Intimidate NO - love overseas. (S)

Only attended the second day. It was useful and left me with a number of questions for further consideration. Where do I acquire specific information about our station - schools, weather, clothing, appliances, needed? The sort of information husband's are not concerned about. (S)

Have been going overseas since 1951--should have been started back then. (E)

No. Believe I will be cautious and secure my home better in the future here and overseas. (E)

We are still going but more conscious of security and evasive action. (E)

No. I've been overseas 12 years. This orientation has inevitable "overkill" emphasis on negatives. Perhaps may frighten newcomers going out on first tour. (E)

Will definitely help in home security as well as the need to be aware of surveillance. The course has also made me more able to get relevant information from my husband concerning his work and his cover. (S)

Made me more aware of terrorist problems overseas and the need for a good cover. (E)

Did not "change" attitude but revived awareness in several important points to remember in planning family "safety" program for overseas life. Definitely a worthwhile program even for returnees with several tours under their belts. (E)

Yes, more alert than before. (E)

Probably unavoidably alarming--necessary tho. (E)

Not significantly, but the more I know about security the better. I found the lectures interesting. (S)

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In addition to the above responses, there were 18 "No" responses and 1 "Yes" response. (15 (E): 3 (S))

General Comments:

The film on residential security was excellent. It would be good for all Agency employees not just TDY & PCSers. (E)

Suggest you revise the intro sheet to be a little less bureaucratic and insulting. The word trainee should be changed to "officer, participant, etc." I haven't been a trainee for 12 years.

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## Special Overseas Orientation Schedule

13 - 14 May 1976

1A07 Headquarters

### General


The purpose of this two day training program is to sensitize trainees and their dependent spouses to the need for following good personal and physical security practices overseas. While it is realized that some people by habit, instinct, or experience are more aware of potential security threats than others, we can all improve our security status if we are aware of the risks involved and make a conscious effort to minimize them.

This Orientation is only a broad overview and an introduction to the subject, and offers no specific skills for coping with the terrorist threat and related criminal problems abroad. Trainees desiring more specialized familiarization, surveillance/countersurveillance and security, should consult their Training Officers for information on regular course offerings in these subjects.

### Orientation Objectives

On completion of this Orientation, trainees will be able to:

1. Assess their personal and family situation in terms of the nature and variety of security threats abroad, the personnel security practices at various overseas posts, and the policy of the U. S. Government in dealing with the terrorist threat;
2. Recognize the need for effective security practices while living, working, traveling, and socializing abroad;
3. Relate the suggestions and experiences of Agency officers and other U. S. personnel who have served overseas to their own need to plan for and cope with a possible hostage situation or other crises.

  
Orientation Coordinator  
816 C of C  
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SCHEDULE

13 MAY 1976 (THURSDAY)

0830 - 0900	Registration, Administration, Reading	Orientation Coordinator
0900 - 0920	Introductory Comments	<div style="background-color: black; width: 150px; height: 1.2em; display: inline-block;"></div> 25X1A Deputy for Operations Training
0930 - 1000	<u>Nature of the Terrorist Threat, An Overview</u>  Scope of threat, international aspects, principal groups, current trends.	International Terrorism Group (ITG)
1010 - 1050	<u>Film, "Kidnap, Executive Style" and Comments</u>  Potential victims and importance of pre-planning and adaptive behavior.	Office of Medical Services (OMS)
1100 - 1200	<u>Dealing with Terrorists and Terrorism</u>  Terrorist personality types, experience factors in dealing with terrorists in hostage situations, suggestions on how a hostage victim should conduct himself/herself, U. S. policy.	OMS and ITG
1200 - 1300	Lunch	
1300 - 1500	<u>Physical, Residential, and Personal Security</u>  Common sense suggestions for protecting residences, apartments, vehicles, and installations against terrorist as well as criminal threats, managing the family overseas, handling servants, travel safeguards, and suggested precautionary measures during the conduct of social and recreational activities abroad.	Office of Security (OS)
1530 - 1600	<u>Bomb Threat</u>  Parcel and package bombs and other explosive devices.	Office of Technical Services (OTS)



SCHEDULE

14 MAY 1976 (FRIDAY)

0830 - 0900 Reading Period

0900 - 0950 Modus Operandi of Selected Terrorist Groups and Mission Response to the Threat DDO Panel

(Three DDO panel members will provide brief talks on terrorist modus operandi in Latin America, the Near East, and Far East.)

1000 - 1050 Seminar Discussion and Question Period DDO, ITG, OTR

(Class will be divided into three seminar groups for purpose of discussing related cases and to answer questions concerning terrorism and mission response in the three respective areas.)

1100 - 1130 Cover Cover and Commercial Staff (CCS)

Cover vulnerabilities, measures being taken to improve cover of Agency personnel, mutual responsibilities for maintaining cover.

1130 - 1200 Benefits and Services Benefits and Services

U. S. Government's programs and Agency capabilities for providing assistance in times of need and crisis.

1200 - 1300 Lunch 25X1A

1300 - 1350 Contingency Planning for Urban Survival

Suggested preparations, planning, and actions for urban survival in the event of a crisis.

1400 - 1430 Film, "Defensive Driving" and Comments 25X1A

TRACK I

1430 - 1530 (Primarily for female spouses going overseas for the first time.) Helpful Suggestions for Coping with Security Problems In An Overseas Environment Panel

TRACK II

1430 - 1530 (Primarily for Agency employees.) Discussion of Case Histories and Related Overseas Security Problems. Panel

1540 - 1600 Critique/Final Administration Orientation Coordinator

(Sample Evaluation Form)

## Special Overseas Orientation Evaluation

### General

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1. Assess their personal and family situation in terms of the nature and variety of security threats abroad, the personnel security practices at various overseas posts, and the policy of the U.S. Government in dealing with the terrorist threat;
2. Recognize the need for effective security practices while living, working, traveling, and socializing abroad; and
3. Relate the suggestions and experiences of Agency officers and other U.S. personnel who have served overseas to their own need to plan for and cope with a possible hostage situation or other crises.

## SPECIAL OVERSEAS ORIENTATION EVALUATION

## PART I

1. In terms of the Orientation objectives listed on the cover sheet, please evaluate how well you feel the objectives were met (1 - "unsatisfactory and not met" and 5 - "met to an outstanding degree").

Objective 1:

1 2 3 (4) 5  
(U) (0)

Objective 2:

1 2 3 (4) 5

Objective 3:

1 2 3 4 5

2. If any or all objectives fell short of your expectations, would you please comment why?

## PART II

1. Using a scale from "not useful" to "very useful," rate the following lectures, films, and panel presentations as to how useful there were to you, keeping in mind that some presentations were much shorter and less comprehensive than others.

Nature of Terrorist Threat

1 2 3 4 (5) 6  
(NU) (VU)

Film, "Kidnap, Executive  
Style" & Comments

1 2 3 (4) 5 6

Dealing with Terrorists &  
Terrorism

1 2 3 (4) 5 6

Physical, Residential &  
Personal Security

1 2 3 4 (5) 6

Bomb Threat

1 2 3 4 (5) 6

Modus Operandi of Terrorist  
Groups

1 2 3 4 (5) 6

Seminar Discussion/Question  
Period

1 2 3 (4) 5 6

Cover

1 2 3 4 (5) 6

Benefits & Services

1 2 3 (4) 5 6

Contingency Planning

1 2 3 4 5 6

Film, "Defensive Driving"  
& Comments

1 2 3 4 5 6

Panel I: "Coping with  
Security Problems"

1 2 3 4 5 6

Panel II: "Case  
Histories/Security  
Problems"

1 2 3 4 5 6

Overall Evaluation of  
Orientation

1 2 3 4 5 6

### PART III

1. Do you have any specific comments for improving the Orientation?

2. Were there any presentations which you felt were important but for some reason missed the mark?

3. (For spouses only) If a number of subjects relating to overseas preparation (security, cultural problems, [REDACTED] drug seminar, etc.) could be packaged into a one-week program at Headquarters, would you attend it if the opportunity were provided to you earlier? *Yes*

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4. (Optional) Has this Orientation changed your views or attitude in any significant way about your overseas assignment?

*No*

Date *4 May 76* Agency Employee *Yes* Spouse *No* Signature *[REDACTED]*  
(Yes or No) (Yes or No) (Optional)

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